

Section 1b – Ethical & Responsible Sourcing

Statement

Marine Specialised Technology Group is engaged in the procurement of goods and services to meet our business demands. Our aim is to provide clients with a quality product at value for money, this means occasional procurement of goods from international suppliers. Our ethical sourcing policy is set out to ensure our suppliers of goods and services meet our own standards of equal opportunities, anti-slavery & human trafficking, health & safety and environmental laid out in our policies and procedures.

Integrity

We will always act with honesty and integrity in all our business activities in accordance with our Anti Bribery policy.

People & Safe Working Practice

We are committed to maintaining the highest ethical standards, whilst maintaining and improving our policies and processes to avoid any human rights violations related to our supply chain. This statement sets out our steps to reduce the risk of slavery and human trafficking within our supply chain

- We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains
- We believe that employment should be of `free choice` and we strongly object to any form of forced or involuntary labour
- We oppose any form of child labour or methods that may restrict their natural development
- Prevent accidents and cases of work-related ill health; maintain safe and healthy working conditions
- Age, disability, gender reassignment, marriage & civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation are protected characteristics and are protected from all forms of unlawful discrimination in the workplace

Anti-Bribery & Corruption

We are committed to ensuring that we engage with our employees, customers, and suppliers in accordance with legislation. We do not tolerate bribery or corruption in any form. All reasonable steps are taken to prevent bribery or corruption in connection with Marine Specialised Technology, its employees and third parties. All parties are expected to conduct themselves in accordance with the highest ethical standards at all times.

We will conduct due diligence background checks on third parties prior to engagement. The depth of background checks will vary dependant on the type of services provided by a third party and the country or jurisdiction where they are based or operate. Where misconduct is proven we will review our policy in light of lessons learned.

Environment Commitment

Our aim is to reduce our impact on the environment. Concern for the environment will be a fundamental part of decision making in supplier selection. This statement sets out our steps to reduce our potential environmental impact related to our supply chain

- Locally sourced materials reducing carbon footprint
- Replace hazardous substances with environmentally friendly alternatives
- Manage waste and pollutants to ensure communities access to clean drinking water is not impacted
- Timber from a certified sustainable source
- Conform with local environmental laws and regulations

Supplier Reviews

As part of our continued commitment to ethical and responsible product sourcing we continuously update our supplier database. Our suppliers are rated by quality and scored within our business management software.



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